



High Prairie Agricultural Society Code of Conduct - Zero Tolerance Policy

Zero Tolerance refers to those policies that treat minor and major incidents of inappropriate behavior with equal severity in order to send a strong message to potential violators. The purpose of this policy is to promote mutual respect and cooperation, encourage the values of community-mindedness, and establish standards of expected behavior. The goal is to eliminate verbal or physical abuse and maintain a safe physical and respectful social atmosphere for our members, directors and executive as well as all users of our facilities.

Policy:

All employees, members, directors, executive directors, and users of Ag Society facilities are subject to this policy. It applies to behavior that may occur during the course of all Ag Society business, activities and events. It also applies to behaviors between individuals associated with the Ag Society but outside of the Ag Society's business, activities and events when such behavior adversely affects relationships within the Ag Society's business, activities, events and environment.

The following types of behaviors will not be tolerated:

- Conduct that creates an intimidating, hostile or offensive environment;
- Written or verbal abuse or threats;
- The display of visual material which is offensive or which one ought to know is offensive;
- Unwelcome remarks, jokes, comments, innuendo, or taunting, including uttering profanities or obscenities;
- Leering or other suggestive or obscene gestures;
- Condescending, paternalistic, or patronizing behaviors which undermines self-esteem, diminishes performance, or adversely affects working conditions;
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- Unwanted physical contact including touching, petting, pinching or kissing;
- Unwelcome sexual assault, attempted or actual;
- Possession of alcohol at unlicensed private bookings;
- Possession of outside alcohol at events wherein alcohol is being served, or use of illegal substances during any Ag Society meeting, function, and/or event;
- Public intoxication during public or private booking or Ag Society meeting; and,
- Other behaviors as determined by the Board of Directors at an Annual Meeting or Special Meeting called to deal with this policy specifically.

Procedures:

Any violation of this policy will result in the following actions:

- immediate ejection from the facility, meeting, public or private booking, or Ag Society event
- if the person fails to leave upon request, and if warranted, the R.C.M.P. will be called and charges may be laid;
- the Board of Directors may issue a written warning to the said individual; and
- the Board of Directors may choose to revoke the membership of the said individual for a term of no less than one year, with immediate loss of privileges of membership.

If someone is in violation of the zero tolerance policy, please contact the Society President or one of the Vice Presidents by phone if it requires urgent attention.

Meghan Payne 780 523 1107

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Tyler Airth 780 512 9174

If there is a violation that puts your immediate safety or the safety of others at risk, please call the RCMP ASAP, followed by the President, or Vice President.

If it is non urgent please send an email detailing the incident including date, time, description of what happened, to meghan_payne@hotmail.com and it will be brought to the Board of Directors.